

Consistent Evaluation, and Proactive Strategies Increase Employee Health

This hospital system is composed of two hospitals, two clinics, four outpatient centers, a continuous care center and wellness center. With a medical staff of approximately 2,500 employees, the hospital system provides health care to residents of the south Atlantic region. From labor and delivery to specialized rehabilitation, the hospital and its affiliates have an excellent reputation for treating patients of all ages.

Integrated Health 21 has worked consistently with the hospital, delivering onsite biometric screens, providing data analysis, and supporting the hospital's wellness initiatives over the course of the past four years.

The hospital's wellness committee, instituted by the Human Resources Department, launched their wellness program and enlisted Integrated Health 21 as consultants. Since it has centralized facilities and a mostly local workforce, the wellness team at the hospital decided to emphasize onsite screening events. In the first year, Integrated Health 21 delivered an onsite screening event and health risk assessment resulting in 67% participation. In addition, employees received a health risk score based on their screening results and were counseled by Integrated Health 21 medical professionals who recommended lifestyle changes.

Other aspects of the hospital's wellness program involved educational sessions, hospital-sponsored walks such as Light the Night and Relay for Life, and annual flu shots. As part of the ongoing wellness program, the hospital instituted a weight loss program with more than 650 participants that resulted in nearly 6,000 pounds lost over the course of the challenge. As a follow up to the program, a weight management program was introduced to help support and motivate the original contest members to maintain their weight, exercise and eat healthy. Integrated Health 21 provided the hospital with trained professionals to support weekly weigh-ins, educational presentations and track confidential data throughout the hospital's weight loss challenge.

Each year at the conclusion of the program, Integrated Health 21 provides an aggregate report of all the data for the Human Resource and wellness professionals. Aggregate population data helps to identify worrisome trends and make adjustments to health coverage and wellness incentives.

Logistical Challenge:

Integrated Health 21 worked directly with the hospital in planning and implementation of their employee health screens, always keeping the company's culture in mind. Screenings were conducted at three of the hospital's locations offering 23 testing days over a three month period of time.

In order to accommodate the hospital's 24 hour operations, Integrated Health 21 staffed screening events anywhere between four to 14 hours in length.

Results:

Over the past three years, the hospital has continued to have excellent health screening participation: approximately 1,700 or over 90% every year. In addition to the health screenings, the hospital has initiated other health promotion strategies such as healthy food choices in the cafeteria and smoke-free campus policy.

Integrated Health 21's careful data analysis revealed that the hospital employees were at high risk for metabolic syndrome. Subsequently, these risk factors have been tracked consistently over the years to monitor change.

The U.S. National Cholesterol Program Adult Treatment Panel II requires at least three abnormal characteristics to be present (central obesity, hypertriglyceridemia, low HDL, hypertension, and hyperglycemia) in order to be classified as having Metabolic Syndrome. The analysis of the risk factors in comparison to the screen reveals important movement in the right direction, i.e., reducing the risk of cardiovascular disease.

In the screen, 34% of the hospital employees who had consecutive screens for four years were diagnosed with Metabolic Syndrome. This is a greater percentage that is seen in the American population (25%). However, when evaluating the same employees three years later, this percentage was reduced to just 26 percent.